

## UPS-Overnite: A New Trucking Giant

### Will the IBT Rise to the Challenge?

The \$1.25 billion acquisition of Overnite Transportation by UPS marks a turning point in the transportation industry and for our Teamsters union.

The largest employer of Teamsters will soon operate an enormous nonunion freight division. And the Teamsters' worst nemesis in the freight industry,

Overnite, will be financially backed by the most profitable transportation company in the world.

UPS-Overnite is the face of the new trucking industry in which all the big players—Yellow-Roadway, FedEx, DHL—are consolidating and positioning themselves to compete as integrated transportation companies.

#### Nonunion Operations to Grow?

Each of the emerging global giants has both Teamster and nonunion operations, with the exception of FedEx, which is almost entirely nonunion. Left unchecked, the nonunion operations at "Teamster" employers will grow and undermine our bargaining power, job security, and pension plans.

We can't let that happen.

UPS-Overnite symbolizes the threat posed by the new trucking industry.

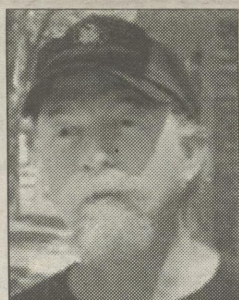
But just as important, UPS-Overnite gives our union an opportunity to take on that threat and win by organizing the world's largest integrated parcel-freight-logistics company wall-to-wall.

We have the power to do that at UPS-Overnite, setting the pattern for organizing the other trucking giants—Yellow-Roadway, DHL, and ultimately FedEx.

The stakes have never been higher. If we act decisively, the Teamsters union can reassert ourselves as a major force in the new trucking industry, restoring Teamster power, not as a slogan, but as a source of security for a new generation of Teamsters.

"As a member of the Brotherhood of Locomotive Engineers and Trainmen who now finds himself in the Teamsters, it didn't take me long to join Teamsters for a Democratic Union. The TDU vision of direct election of officers, nonconcessionary bargaining, rank and file democracy, unity, and solidarity is inspiring. I urge all of my sisters and brothers in the Rail Conference to join the struggle."

**Ron Kaminkow**  
BLET Division 27, Amtrak  
Milwaukee



## JOIN TDU

### TDU MEMBERSHIP APPLICATION

Name \_\_\_\_\_ Local \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ ZIP \_\_\_\_\_

Phone \_\_\_\_\_ Company \_\_\_\_\_

E-mail \_\_\_\_\_

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

Other \_\_\_\_\_

\_\_\_\_ \$40 one-year membership & subscription to *Convoy Dispatch*

\_\_\_\_ \$95 three-year membership fee

\_\_\_\_ \$25 for spouses, and Teamsters who gross less than \$22,000 a year

\_\_\_\_ \$25 for retirees. Retired from Local \_\_\_\_\_

☐ Check or money order

MC/Visa/AmEx/Discover # \_\_\_\_\_ Exp. Date \_\_\_\_\_

Date \_\_\_\_\_ Signature \_\_\_\_\_

**Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210**

TDU membership is kept confidential. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers. Only funds from Teamster members and their spouses can be used for campaign purposes.

## Also in this issue

### UPS-Overnite and what it means for Teamster power

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# Letters From Our Members

## Teamster Feedback on Mob in Chicago

These guys are like vultures, circling around. They prey on the union and tarnish our image. They come in and drain the locals dry. Members wonder what happened to their locals, their contracts, their pensions.

We need a clean slate. It's good that TDU can give this information to the union members. It's a valuable resource in the upcoming election. The members have a powerful vote and you should think about your contract and your pension before you vote.

**Gary Brooks**  
Local 705, UPS  
Chicago

I read in last month's *Convoy Dispatch* how my local president, Robert Walston, has maintained contact with organized crime figures through his video poker business.

I make lamps for a living. My company wants to shut down and then reopen across town without me, my union or any of my co-workers. While the workers are organizing to fight to save our jobs and get a decent severance package, Walston and our union officials are "too busy" with other things, like video poker.

**Esmeralda Cuevas**  
Local 743, Frederick Cooper  
Chicago

Thanks for the coverage on Chicago Teamster corruption in the last issue of *Convoy*. Over the past couple of months there's been a lot of stories in the local papers but it's great that TDU is getting the word out to Teamsters around the country.

I wonder why the feds aren't looking into Local 731. Our principal officer, Terry Hancock, is a major player in Chicago Teamster politics. He sits on the Joint Council with a number of the officials that have been under investigation. Members have forced him to admit to misinforming us on the details of a contract during a ratification meeting. That "mistake" led to the loss of vacation and holiday pay for members. Following the last election, 731 officials voted themselves a hefty salary increase while member benefits have decreased. Our pension fund has been

## Retiree Thanks Rank and File, Ron Carey for Pension Improvements



years-and-out pension in the history of the Teamsters. When we leafleted Teamsters with that information, it woke a lot of people up. As a result, the Western Conference Pension Plan put in for the first time, an 85-and-out (age and service). In the mid '90s, we improved the WCPP to 84, 82, and now 80-and-out at any age.

So I am grateful to all in TDU, to brother Ron Carey, and those Teamsters who fought to win this good pension I enjoy.

Remember my brothers and sisters, the struggle to improve your wages, benefits, and working conditions must not only focus on one leader or one person. Our labor movement moves forward with positive changes only with activism from rank and file members who force the changes.

Keep up the struggle! In unity,  
**Steve MacDonald**  
Local 490, Lucky Stores/Albertsons, retired  
Vacaville, Calif.

To my brothers and sisters in TDU: Because of our efforts over the past 30 years as Teamster reformers, I am able to retire early with a good Teamster pension.

This will allow me to spend more time with my family rather than 60 hours per week driving.

I want to thank those of you in our TDU movement who fought to make this possible, along with brother Ron Carey. In 1990, I had the pleasure of picking brother Carey up at the San Francisco airport to campaign when he ran for Teamster General President for the first-ever rank and file election of 1991. While campaigning with brother Carey, I learned that he had negotiated the first 25

used to build a lavish union hall which members refer to as the Taj Mahal or the Hancock Building of Burr Ridge. Hancock has also been Hoffa's designated trustee for Local 738 for at least a year. That's one of the locals that is under investigation. It's time for the spotlight to shine on Local 731.

**Art Hahl**  
Local 731, Lin Dahl Brothers  
Chicago

## Praise for Rank and File Rail Unity

Thank you to the *Convoy Dispatch* for the article in its last issue about the new group called ROCU [Rail Operating Crafts United.] I say hooray! This is long overdue. Since your article came

out, I have attended a meeting with both UTU and BLET members present. All were impressed and in favor of the ideas presented to us about our two unions getting together. Thank you again gentlemen and keep up the good fight.

Yours in solidarity,  
**Terry Crompton**  
Chairman BLET Local 665  
Centralia, Ill.

## TDU International Steering Committee

### Co-Chairs:

Joe Fahey, Milwaukee Local 200  
Maria Martinez, Pasco, Wash., Local 839  
Michael Ruscigno, New York Local 802  
Michael Sawwoir, Kansas City Local 41

### Organizer:

Ken Paff, Detroit

### Trustees:

Willie Hardy, Memphis Local 667  
Jim Jacob, Providence, R.I., Local 251  
Bob McNattin, Minneapolis Local 120

### Members:

Richard Berg, Chicago Local 743  
Dianne Bolton, Seattle Local 174  
Gilbert Clark, St. Louis Local 688  
Frank Halstead, Los Angeles Local 572  
Toni Jackson, Memphis Local 667  
Roy Kruchten, Chicago Local 705  
Sandy Pope, New York Local 805

### Alternates:

Sam Putinja, Toronto Local 938  
Matt Latzo, Baltimore Local 311  
Larry Macdonald, Atlanta Local 728

## Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 2004 for one year. Our Rank & File Convention had 300 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

## Rank & File Bill of Rights

**I. DEMOCRATIC BYLAWS.** All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

**II. DIRECT ELECTION OF OFFICERS.** General President and all International officers should be elected by the membership. International VPs should be elected by regions. No more trusteeships and split-off locals.

**III. A FAIR GRIEVANCE PROCEDURE.** Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

**IV. PRESERVATION OF WORKING CONDITIONS.** The union's purpose is to expand and preserve what we have, not trade it away for less. People come first, not productivity.

**V. SAFETY AND HEALTH.** We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

**VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK.** Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

**VII. A DECENT PENSION.** Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

**VIII. JUST SALARIES FOR OFFICERS.** A union officer can't understand the problems of members who make less than half what he or she makes. No officer should make more than the highest paid working members in their jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for members, and subject to membership approval.

**IX. EQUALITY AMONG TEAMSTERS.** Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

**X. END TO DISCRIMINATION.** Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

## How to Contact TDU

We want to hear from you. Contact us at the addresses below for more information about TDU, or to send us articles or letters

**National Office:** P.O. Box 10128, Detroit, Mich., 48210. Phone: (313) 842-2600. Fax: (313) 842-0227. E-mail: [tdudetroit@tdu.org](mailto:tdudetroit@tdu.org) Website: [www.tdu.org](http://www.tdu.org)

**NY Office:** 104 Montgomery St., Brooklyn, N.Y. 11225. Phone: (718) 287-3283. Fax: (718) 287-3287. E-mail: [tdueast@tdu.org](mailto:tdueast@tdu.org)

## E-Mail Your Letter

Visit our web page at [www.tdu.org](http://www.tdu.org) and use the link provided there, or e-mail your letter to [letters@tdu.org](mailto:letters@tdu.org).



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# Members Respond to Local Officers' Call for New IBT Leadership



by Dianne Bolton, President  
Local 174, Seattle

In May, concerned Teamster officers announced that we were forming the New Leadership Committee, to put together the program and leadership team that can defeat Hoffa in next year's IBT election.

Since then, messages have poured in from Teamster members who want to be part of the effort to beat Hoffa in 2006 and rebuild Teamster Power.

We want to hear from you with your concerns about our union's future and your ideas about how we can work together to dump Hoffa in 2006.

Get in touch with the New Leadership Committee by dropping us a line at P.O. Box 3392, Bayonne NJ 07002 or email us at: newleadership2006@gmail.com.

Here's a sample from this month's New Leadership Committee mailbag. . .

"It is getting closer and closer to start something, and if you are going to be honest about the bottom line, it will be MONEY. I was a big part of the Ron-Carey effort and even worked for him and still feel that he got screwed by the government.

"Money is always the little man's

problem, as we do not have a job making two and three salaries as a lot of the others do.

"It will take at least a million in my opinion to pull off an upset. Thanks."

**Concerned Southern Region Teamster**

"I wish to be involved in getting rid of Hoffa!!! I am a shop steward in Local 170. Thank you."

**Wanting Change in Worcester Local 170**

"Please let me know what I can do to help. We are in the process of forming a Delegate slate in my local for the purpose of opposing Hoffa at next year's Teamster Convention."

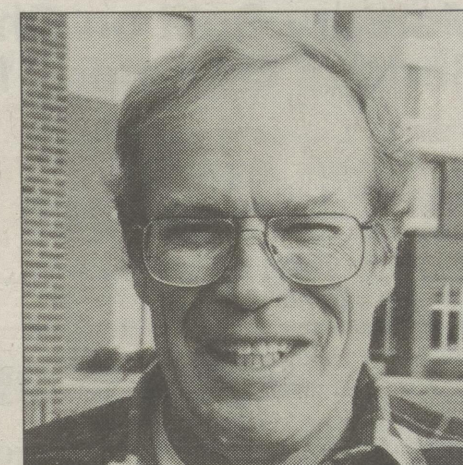
**Local 804 Teamster**

"Mr. Hoffa has never had the members' best interests in mind, only his own. He likes to create smoke screens and talk tough but we all know that money talks and bullsh\_\_ walks. Hoffa is going to run

this union into the ground if he is not stopped. I am a UPS employee and we members hate Mr. Hoffa with a burning passion. UPSers whom I talk to want Hoffa out! Best ever contract, my a\_\_! Not best for the members! But UPS management sure is happy.

"I agree 100 percent that a grassroots army of good hard working Teamsters that care about what it means to be a Teamster can and will take down Hoffa."

**Metro Philly Area Feeder Driver**



The way I see it, the Hoffa administration is a threat to my livelihood and to my pension. Putting my money toward electing strong Teamster leadership is an investment in my future.

That's why I've donated \$100 to the New Leadership Committee. I'm asking you to do the same.

Our goal is to have 500 Teamsters make that \$100 donation. That would give us \$50,000 in seed money to jump-start our campaign to dump Hoffa.

How much is a stronger Teamsters union worth to you? \$100 is nothing compared to what we will lose if we don't act now. Donate to the New Leadership Committee today.

**Allen Bunch**

**Local 549, Yellow-Roadway  
Blountville, Tenn.**

YES, I want to help dump Hoffa and build a stronger Teamsters union. Enclosed is my donation of:

☐ \$500 ☐ \$200 ☐ \$100 ☐ \$50

☐ Other \_\_\_\_\_

Name \_\_\_\_\_ Local \_\_\_\_\_

City \_\_\_\_\_

State \_\_\_\_\_ Zip \_\_\_\_\_ Phone \_\_\_\_\_

Email \_\_\_\_\_

Only current Teamster members may donate to the New Leadership Committee. No member may donate more than \$2,000 total for campaign purposes

Send checks payable to the New Leadership Committee, P.O. Box 3392, Bayonne NJ 07002.



## TDU Rank & File Convention

November 4-6, 2005  
St. Louis Radisson Downtown

# Dump Hoffa in 2006!

The campaign to elect aggressive, new leadership for the Teamsters union in 2006 begins at the TDU Convention in 2005. Don't miss the opportunity to be part of Teamster history:

- Meet the candidates and make plans to beat Hoffa in 2006.
- Prepare to bring the members' voices and reform program to the 2006 IBT Convention.
- Plan to meet the challenge of the UPS/Overnite merger.

### The Best Educational Workshops a Teamster Reformer Can Get:

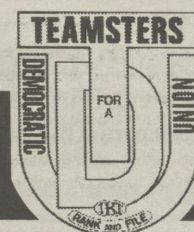
- Delegates to the Teamster Convention: What they do and how to run
- Legal rights on the job and in the union
- Running for local union office
- Using the grievance procedure
- Getting members involved
- Winning better contracts
- And many more!

### Meet Teamster Activists

The TDU Convention offers industry meetings for UPS, Freight, Carhaul, Rail, Warehouse and more. We'll also have meeting of the TDU Latino Caucus, the Teamster Women's Network and the TDU Black Caucus.

### Be There to Plan the Future

Hear from Teamster leaders and activists. Help set TDU's priorities, elect the TDU Steering Committee and start the countdown to members' victory in 2006.



To register or for more information,  
Contact Teamsters for a Democratic Union

P.O. Box 10128 Detroit, MI, 48210 • (313) 842-2600 • tdu@tdu.org • www.tdu.org



# UPS + Overnite = Danger Ahead

UPS today is not the same company many higher seniority Teamsters went to work for: First air freight, then global reach, technology, logistics. The biggest single change is about to happen: UPS' conversion to a full-service freight carrier.

On pages 6-7 of this issue, we examine the consequences of this change, and what we can do to turn it to our advantage. If our union fails to take that step, we could pay a big price.

Consider just some of the challenges. Our feeder jobs are endangered, if not right away, in the long run. We need to monitor the cross-over freight, as parcels are bundled onto pallets and moved by

Overnite. Will we have a strong, viable strike threat by 2008, without taking positive action now? Not if UPS has a large and growing nonunion trucking operation.

The IBT didn't deal with unionizing UPS Logistics in the last contract, and now that failure is biting us. This new configuration could eat us alive, unless we act now. Talk over the issues with your fellow Teamsters. Start talking to Overnite workers. And start thinking about new leadership for the IBT.

**For more on UPS-Overnite, see pp. 6-7.**

## Mercury Spill on Ohio Sort Belt Raises Serious Questions for UPS Teamsters

On May 2, when a mercury spill turned up on the main sort belt in the UPS Sharonville Building near Cincinnati, management failed to respond properly. UPS did not secure the area, isolate the spill, inform employees, nor evacuate workers from the spill area. "I always thought the idea was 'safety first,'" says Local 100 full time steward Sam Bucalo.

Management appeared more concerned about keeping stewards from investigating the situation than about resolving the serious health risk. Both the full time and part time stewards were "taken out of service" the day following the discovery. Management claimed they had everything under control and there was no reason for the stewards to play a role in the situation.

"I was told that UPS had a response plan developed by a corporate committee for mercury spills," explained Bucalo.

Supervisors may have already known of the mercury spill. Bucalo explained, "I was told that there was no need to shut down the belts because they didn't know if the leaking package was there that night [when the spill was discovered] or the week before."

UPS hazardous spill personnel just happened to be in the Sharonville building on May 2.

Following the company's investiga-

tion, and a couple visits from OSHA, the package containing mercury remained unfound. Thus UPS could not determine where the package originated, where it was going, or which belts in the facility could have been contaminated.

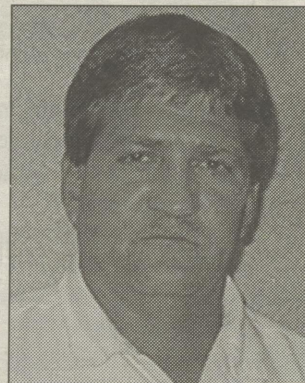
Mercury vaporizes at room temperature. Breathing mercury vapors can cause severe damage to the brain, kidneys, liver and nervous system.

UPS Teamsters need to be prepared to deal with a range of hazardous materials turning up at work. Stewards need access to investigate and better assist members. Safety committees with union representation remain our best method for addressing UPS procedures.

Local 100 has filed concerns with the EPA and OSHA. Those investigations are pending. Both the local and the IBT Health & Safety Department are monitoring the Sharonville investigations.

Sam Bucalo, who was off the clock during his investigation as a steward, was terminated for what UPS refers to as "failure to follow instructions." His reinstatement will be addressed at the UPS State Panel Hearings on June 7.

If you have suggestions for correcting UPS procedures, or if you have observed UPS management covering over hazardous spills or failing to follow "safety first" rules, please contact TDU.



"But the card check proposal was dropped, as was the demand for a shorter contract. What we got was the longest duration contract ever (until 2008!) What we needed was a three-year agreement that would give us the leverage to deal with a rapidly changing industry."

"If UPS buying one of the most anti-union freight carriers doesn't send a wake up call to Hoffa, what will? An organized rank and file, to start."

**Darrell Hall**  
Local 89, UPS  
Louisville, Ky.

"While the Hoffa administration golfed in Las Vegas, UPS was finalizing their buyout of the nonunion carrier Overnite. Yet again, UPS has thrown down the gauntlet and once again we see little if any leadership from the top of our union."

"One of the proposals going into the last UPS contract was card check or similar rights in order to more easily organize nonunion divisions of UPS. Back then, UPS Logistics was the main concern, but industry watchers knew that UPS would have to buy a freight carrier soon to compete with FedEx."

## Preloader Gets Job, Back Pay After Seven Years

### Retaliation Overturned

On October 1, 1998, "UPS told me to get out of here and don't come back," relates preloader Paul Stimpson.

The wheels of justice grind slowly, but after seven years the courts have ordered UPS to put Stimpson back to work. The exact details remain to be worked out, but Stimpson will get very considerable back pay.

On May 18, the Sixth Circuit Court of Appeals ruled, "We find substantial evidence that Stimpson was terminated in retaliation for his grievance activity." Stimpson won at every step with the NLRB, but UPS delayed his final victory with appeals.

The preloader had filed grievances over managers doing bargaining unit work, violations of seniority for work

assignments, management threats against him for being injured on the job, and more. Stimpson's manager accused him of being a "troublemaker" and asked why he was "filing these bull-\_\_\_ charges." Stimpson filed NLRB charges against UPS because the company failed to respond to an information request related to the workplace injuries.

Stimpson says the order has him returning to work in early June at the Madison Heights, Mich., UPS hub. He expects to get the back pay in July. He added, "We've got a contract—I abide by my half if they abide by theirs. They broke it and I spanked them good."

Congratulations to Paul, and also to his lawyer, long-time TDU attorney Ellis Boal.

## UPS & Downs

### Rural Remote Draws Near Again

One byproduct of the PAS/EDD system is that management can more carefully track and thereby cluster certain volume-rural and other remote shipments for example. Areas that have had the new system in place for a while report that rural packages are being held back and then sent out at a later time in clusters. Management has been trying different methods for years to cut itself loose of less profitable volume. PAS/EDD is one more way to meet that goal.

### New Combo Jobs Due by June 17

Under the union's timeline for full-time job creation, all 2,500 of this year's complement of jobs are to be in place by June 17. These are the first combo positions created under the 2002 contract, which gave UPS a grace period of nearly three years for job creation.

# I'll Be There...

"I've only missed one convention in the last ten years and I was sorry when I did. There's always something new to learn about what's going on at UPS or in the union. I strongly encourage every Iowa UPSer to make plans now to be in St. Louis on November 4-6 for the TDU Convention."

**Todd Hartsell**  
Local 90, UPS  
Des Moines, Iowa



## 2005 TDU Convention

### Nov. 4-6, St. Louis



**UPS-Overnite**

# What's it Mean for Freight Teamsters?

The May 16 acquisition of Overnite by UPS means that our biggest nonunion competition now has the deepest pockets in the freight industry.

UPS has the means to undercut union carriers to increase Overnite's market share and you can bet they plan to do it. FedEx has turned its own LTL carrier into a \$3 billion player. To compete with FedEx, UPS intends to double Overnite's size.

Unless we act decisively, Overnite's increased market share will come at Teamster members' expense.

The IBT doesn't seem to get this. On the day of the purchase, the Hoffa administration issued a press release saying, "If this purchase helps UPS to continue to successfully compete in the global marketplace in the long run, it will increase our members' job security."

How is a stronger nonunion Overnite going to increase freight Teamsters' job

security? That kind of talk has members asking if the Hoffa administration has given up on freight altogether.

**Threat and Opportunity**

For freight Teamsters, the UPS purchase of Overnite is a major threat. But it's also our best opportunity to organize Overnite once and for all.

Our Teamsters union represents the vast majority of employees at UPS-Overnite. The question is, will the IBT use this leverage to organize Overnite? Or will the Hoffa administration stand by and watch as UPS grows its nonunion freight division?

The early signs are not good. Hoffa's statement on the acquisition said only that the IBT will "monitor" the situation. The arch union-buster of freight is now backed by the biggest bank account in the transportation industry and the best that

Hoffa can do is promise to "monitor" developments?

Teamster representation at UPS gives us new leverage over Overnite. We've

got to use it to bring the 10,000 drivers and dock workers at Overnite into our union and into our Teamster benefit plans.



The UPS purchase of Overnite could be a disaster for freight Teamsters. Hoffa and [Parcel Division Head] Ken Hall actually issued a statement saying the purchase is a good thing and that UPS management has promised not to use Overnite to take away UPS road driver jobs. But what about the freight industry? Has the Hoffa administration given up on us?

**Tim Robertson**  
Local 407, Yellow  
Cleveland

## DHL: The Next Move?

Mergers and acquisitions are the name of the game in the new trucking industry as companies scramble to compete against one another in all sectors of the market: LTL freight, parcel delivery and global logistics.

DHL may be the next big player to buy a major freight carrier. Analysts agree that if they intend to grow and compete with UPS and FedEx, DHL cannot remain strictly an airfreight operation. Airfreight's rapid expansion is over and shippers are moving to full-

service carriers.

Meanwhile, our Teamster organizing drive at DHL is running into trouble. After some 1,500 workers who move DHL freight but work for "independent contractors" voted for the Teamsters, DHL is starting to dump those contractors.

Only a full-court press by the Teamsters against DHL will sustain our good organizing work here and bring 10,000 nonunion DHL workers into the fold.

**National Panel Ruling**

## USF Teamsters Still Fighting for Jobs

The national freight grievance panel ruled on April 28 that former Red Star employees are entitled to be hired at the new USF Holland terminals in the East. The workers learned in May that the company has to back-date their seniority to when they should have been hired, but not provide back pay.

Thanks to a grievance filed by members of Philadelphia Local 107, the panel ruled that USF Holland failed to hire the former USF Red Star employees in order of seniority. The right to preferential hiring was part of an earlier agreement worked out between the IBT and USF last July, following the shutdown of Red Star and USF Holland's decision to open terminals in the northeast.

Angered by the fact that USF has not lived up to the agreement, and the IBT has done little about it, Philly Teamsters filed the grievance and also filed charges with the National Labor Relations Board.

These Teamsters lost their jobs in the USF Red Star fiasco and now have been denied even new-hire jobs at USF Holland. The decision also allows for yet more stalling. The panel established a subcommittee of Dan Virtue for the union, and Leonard Waldo for the company, "to review the applications." After all these months, this should not be needed. Since there is no backpay in the decision, the company can stall all it wants if the IBT continues to allow it.

After the decision, USF Holland advertised for drivers and dock workers in an ad in the May 22 *Buffalo News*, apparently still intending to deny jobs to Teamsters.

It's been many months, and it's time for the union to stand behind the people the union put on strike. USF (and Yellow) need to understand that they will face consequences up to strike action if they don't comply with the agreement.

## Freight Lines

### Roadway to Close Detroit Terminal: What's Next?

In May, Detroit Local 299 agents delivered bad news to Roadway Teamsters: their terminal will close with the work moving to Toledo and Pontiac. Teamsters will be forced to move to Pontiac Local 614 or Toledo Local 20 if they follow the work. Since much of the work will fall within Local 299 jurisdictional boundaries, members are pressing to retain their "Detroit Rules."

This is going down in Hoffa's backyard. What message is Roadway sending our union? Yellow-Roadway Teamsters want to know what further consolidation is coming.

### Small Hours of Service Victory

The House of Representatives did not include anything on hours of service in the 2006 highway bill that was passed on to the Senate for eventual legislation. The Federal Motor Carrier Safety Administration (FMCSA) lobbied to incorporate the new regs into law so they could void our court victory of last year which mandated a new process to take into account driver health. FMCSA will apparently now need to meet the court's Sept. 30 deadline for issuing new regs. They are doing everything they can to avoid any changes, even elimination of the 34-hour reset.

### Premium Service Challenges

Teamsters at Yellow in Indianapolis are pressing hard to resolve a grievance regarding the call procedure on premium service work. In February, Yellow issued a notice on "replacement/contingency call procedure" that ignores issues of seniority. As practiced, Yellow line-haul drivers are the eighth option for replacing a premium service bid that needs filling. Members objected and gathered signatures on a petition in support of their grievance.

Yellow management has stalled premium service grievances. They called the initial Indy grievance untimely even though it's clear from the fax received that they had possession of it days before.

In Detroit a grievance was heard locally just days before by the state panel. It was deadlocked and Yellow management refused to move it on to the state docket that month. Likewise in Columbus, Yellow maintains that hauling next-day and two-day freight to the sort hubs remains regular road work. Drivers object, saying supervisors subject them to more specific premium service rules. Is it a road bid or premium service work?

It's time for the IBT to review the actual practice on implementation of premium service. Teamsters need to define the rules. We need to make sure one local isn't played against another. It's all the more important because ABF is launching their program. In late May, ABF obtained IBT blessing to open premium service operations and combo drivers in the northeast.



# UPS-Overnite: The New Face of



## New Threats and Opportunities

UPS purchase of nonunion Overnite Transportation for \$1.25 billion marks a new era of industry consolidation and poses a grave threat to UPS and freight Teamsters, and to the security of our pensions.

But the purchase also presents the best opportunity in a long time for the Teamsters to reassert ourselves as a major force in the transportation industry. We need to seize that opportunity.

### The New Trucking Industry

The UPS-Overnite combination is the face of the new trucking industry. The boundaries are blurring between the small parcel, freight, and logistics sectors. The future belongs to integrated transportation companies that are players in all aspects of the market and can offer shippers a variety of options on a one-stop-shopping basis.

That's why FedEx already has successfully integrated a less-than-truckload carrier, American Freight, and built it into a \$3 billion a year company—twice as large as Overnite.

Now UPS has acquired Overnite as part of its transformation from a parcel delivery company to an integrated shipping and logistics operation with global reach.

Industry experts predict further consolidations. Many say the next company to acquire a less-than-truckload freight operation will be DHL, the third largest parcel and air freight shipper in the U.S., and a subsidiary of the German post office, Deutsche Post.

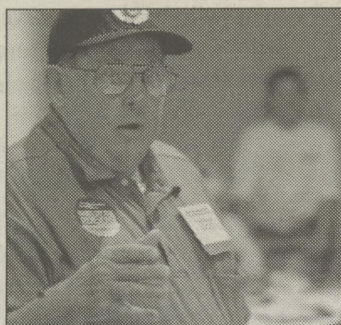
All Teamsters need to understand what lies ahead in the new trucking industry—both the threats and the opportunities.

### Threats

UPS' acquisition of Overnite poses a threat to UPSers, freight Teamsters, and to the retirement security of all members covered by Teamster benefit plans.

*The Threat to UPS Teamster Jobs:* UPS

reportedly told the IBT that its acquisition of Overnite won't affect Teamster jobs. But management is telling investors a different story—namely that the company will be looking to integrate products and operations. UPS Chief Financial Officer Scott Davis told *Traffic World* that UPS "...will be looking for bundled solutions." In the past, UPS tried to get shippers to break down shipments into small parcels rather than combining them into palletized loads. Soon the UPS sales force will be promoting the exact opposite, which will divert business from UPS operations into its nonunion Overnite division.



*"Now that UPS has bought Overnite we have a big opportunity to bring 12,000 members into our union and our pension funds. The IBT should launch a plan now to organize Overnite. Part of that plan should give Overnite workers the right to gain greater retirement security by letting them into Teamster pension plans and giving them credit from today forward."*

**Frank Bryant**  
Local 391, UPS, retired  
Greensboro, N.C.

*The Threat to Freight Teamsters:* Overnite, a vicious union buster and our number one organizing target in freight, is now backed by the deepest pockets in the transportation industry. UPS will look to double Overnite in size, and will have the power to undercut unionized freight companies in the process.

*The Threat to Our Teamster Pension Funds:* UPS already got the Hoffa administration to play ball and cut benefits in

our union's largest funds. Now management is aiming to break out of our pension plans altogether in 2008. Our union needs to have the opposite goal of drawing UPS 10,000 new Overnite employees into union benefit funds. The outcome of this battle will be key to the pension security for hundreds of thousands of Teamsters.

### Opportunities

These threats are very real. But the UPS-Overnite combination also presents the Teamsters with the opportunity to reassert ourselves as a major force in the transportation industry.

At one time, the Teamsters moved America with two million members, most of them in freight, warehousing and at UPS. A Teamster strike then had the potential of stopping the flow of goods and paralyzing the economy. That power is how we won the wages and benefits we enjoy today.

Deregulation changed the rules of the game. Nonunion companies flourished, especially in the truckload sector of freight. Our union membership declined.

Now, consolidation is the watchword of the new trucking industry. And with it, the pendulum can swing back in our union's direction if we act decisively.

Within a few years, the trucking industry will be dominated by a small number of huge, integrated companies all competing for market share. With the exception of FedEx, our union already has a presence in each of these trucking giants: Yellow-Roadway, DHL and UPS.

But it will not be enough to represent a fraction of the employees at these integrated trucking giants. Our ability to maintain our wages and benefits—and win new gains—will depend on our union's power to organize these companies wall to wall.

To have leverage at the bargaining table, our union must have the power to shut down a company's operations—not a fraction of their operations.

That is why our union's actions at UPS-Overnite are so critical. Our power to tackle this challenge will never be greater than it is right now. Our union rep-

resents more than 200,000 UPS Teamsters. The Overnite division has just 10,000 employees. UPS Logistics coupled with Overnite already diminish the power of a strike weapon. But the threat they represent is nothing compared to what they will become if they are allowed to expand as nonunion entities inside UPS. We need to act decisively now.

Organizing Overnite will protect UPS and freight Teamsters from nonunion competition, and protect our retirement security by bringing 10,000 to 20,000 new Teamsters into our pension plans. And it will do more.

Organizing Overnite will demonstrate that the Teamsters can and will organize integrated transportation companies wall to wall. Organizing the nonunion divisions of Yellow-Roadway and DHL is also critical.

UPS management understands the stakes. In conference calls, UPS' chief financial officer referred to any possible union at the Overnite subsidiary as "third-party representation"—union busters' favorite code for unions.

### 'Hopeful'?

In response, the Hoffa administration issued a limp statement saying, "We are hopeful that UPS' long history as a company with Teamster representation will create new opportunities for Overnite workers to achieve their goals in the workplace."

Sunny press releases won't diminish the challenges we face. They won't organize Overnite. And they won't position the Teamsters to reestablish ourselves as a major force in the new trucking industry.

If the IBT leadership takes a wait-and-see attitude, the changes in the industry will pass us by and further undermine our union's power and the wages and benefits of Teamsters in our core industries.

We can't let that happen. Teamsters need to demand that our leadership rise to the occasion with a plan to organize, grow and win. "Teamster Power" is not a label for our union's past. It can be our future if we're bold enough to fight for it.



# Trucking Presents a Challenge

## Now's the Time to Organize Overnite

*"We are hopeful that UPS long history as a company with Teamster representation will create new opportunities for Overnite workers to achieve their goals in the workplace."*

— James Hoffa, May 16 IBT statement on UPS-Overnite

*"The Teamsters will never rest until workplace justice is a reality for our brave brothers and sisters at Overnite."*

— James Hoffa, August 2001 Teamster Magazine

Which is it, Mr. Hoffa: Hoping management will do the right thing, or promising a fight for workplace justice?

How about instead carrying out a plan to make it happen?

Experts agree that UPS needs to integrate a freight company into its operations. At stake is UPS position as the world's leading transportation company.

Overnite is a \$1.65 billion-a-year company. UPS plans to double Overnite's size to compete with FedEx Freight. UPS has to make this acquisition succeed. This gives our union tremendous leverage, and we've got to use it to organize Overnite.

Shippers and stock analysts are closely scrutinizing the UPS-Overnite acquisition. Everyone knows that union representation at Overnite is a major issue. To be successful, we need to turn organizing rights at Overnite from an "issue" into a

## Teamsters in West Measure Pension Cuts

Teamsters covered under the Western Conference of Teamsters Pension Trust received a statement in May detailing how much benefit they earned in 2004. That was the first full year of the cuts that pension trustees imposed in mid-2003.

Every Teamster should look at that report to see what you accrued in 2004. Then look back at your 2002 statement, before the cuts. The difference is what you lost in just one year. Now multiply that by 25 or whatever number of years you hope to live after you retire.

UPS Teamsters with over 20 years in the fund will find they have lost about \$1,800 a year off their pension in just a year, for example.

The statements came just after the fund issued a rosy report stating that it is now up to a record \$28 billion. When will trustees Chuck Mack, Jim Santangelo, Al Hobart, and Rome Aloise—all of whom enjoy lucrative multiple pensions—restore our pension credits and make up for what we have lost? A lot of Teamsters predict an "October surprise," with bene-

deal-breaker.

### The Goal: A Free and Fair Choice

We know from experience that Overnite will spare no expense—and violate any law—to keep out the Teamsters in an NLRB election.

The IBT's goal needs to be card-check recognition at Overnite with an enforceable neutrality agreement. A card-check would mean that if a majority of workers sign a Teamster card, then management would recognize the union. A neutrality agreement means that workers are free to choose whether to sign a card without a management campaign of fear and intimidation.

### Campaign to Make it Happen

UPS didn't buy Overnite to bring more members into the Teamsters union and our

## If UPS Ran Your Pension, You Would Lose \$1,000 a Month

\$2,394 per month after 30 years of full time service: That is what UPS management would pay you for a pension, according to calculations performed by TDU. The calculation was based on UPS Senior Vice President John McDevitt's testimony last year to Congress.

That's about \$1,000 per month less than Teamster plans provide.

What this means: If the same amount that UPS contributed into the Teamster pension plans since 1974 had gone into a 401(k) plan instead, and earned 7.5% a year, you would have an inferior pension today.

We calculated this figure by using the amount UPS paid into the pension fund each year since 1974 for a full timer who worked every day.

We used McDevitt's own figure of 7.5% annual rate of return and UPS' conversion formula from a lump sum to a monthly pension.

The calculations can be provided by TDU to interested members.

fits restored right before the December 2006 IBT election.

"They should not only restore the pension, but make up for what Teamsters have lost," said Armando Echeverria, a 30-year UPS worker in Los Angeles Local 396. "They brag about how well the fund is doing, but refuse to restore our benefits."

benefit plans. Management is only going to allow Overnite workers a free and fair choice on unionization if the alternative is worse.

What is such an alternative? A Teamster campaign that targets UPS and Overnite customers with information about Overnite employees' right to organize. If necessary, we have to be ready to escalate to asking major shippers to drop UPS-Overnite. We may even have to target major shippers with pressure campaigns.

### First Steps

Of course, no one is suggesting that we launch a corporate campaign tomorrow. But preparation has to start now. Some first steps would include:

- **Involving Teamster members:** The IBT needs to launch a major internal campaign to inform UPS and freight Teamsters on what's at stake for the future of our union, our job security, and our pension plans. We need to start building local Overnite organizing committees of UPS and freight Teamsters that are coordinated as part of an International program.
- **Outreach to Overnite workers:** Management will be hitting Overnite workers with all kinds of anti-Teamster, pro-Big Brown propaganda. Our union needs a worker-to-worker welcome program in place by the time of the merger this fall.

## Teamster Pension Funds Could Be Strengthened

It's no secret that United Parcel Service wants to pull all their employees out of Teamster pension funds. Like any corporation, they'd rather have unilateral control over their employees' pensions and convert them to 401(k) plans.

UPS took a step forward on that plan in May with the acquisition of Overnite. Now they have 10,000 less-than-truckload freight workers who are not in any Teamster plan, and they plan to grow that number as fast as they can.

Already outside our pension funds are at least half of UPS Teamster part timers.

We can't let this balance reach a tipping point: we need to bring Overnite workers into our funds now, and the rest of the part timers in 2008.

That's why we have to organize UPS-Overnite, into our union and into our Teamster pension funds. Doing that would:

- Bring 10,000 new Teamster participants into our pension funds;

- **Tracking freight and building customer lists:** We need to immediately start tracking freight and coordinating grievances. At first there may be little loss of volume from UPS to Overnite, but it will grow over time. We need a computerized plan that starts in every building and terminal and is coordinated nationally. As part of this program, we need to assemble a major customer list as well. This information will be worth a fortune for winning subcontracting grievances. But much more importantly, it will give us the ability put the hurt on the company if we need to.

Is this the definitive, winning plan? Of course not. But it is an outline of the kind of plan we need. A plan to win needs to come from the leaders working with UPS and freight locals, stewards and members along with Overnite workers.

### No Time to Wait

Organizing Overnite cannot be put off until 2008. By that time UPS will have an ingrained and growing nonunion culture inside the brown machine, and some ready-made ability to undercut a potential strike.

Now is the time to move. Many Overnite workers are talking about their chance to get a union, since UPS already has 200,000 Teamsters under contract. We need to organize now to encourage UPS to do the right thing, by showing them the consequences of doing the wrong thing.

- Greatly improve pensions for Overnite workers and their families;
- Provide strong protection against a UPS pull-out from the funds; and
- Strengthen our funds by improving the ratio of active Teamsters to retirees.

UPS management is not going to volunteer to pay better pensions to UPS-Overnite workers. Certainly they're not going to be eager to strengthen our Teamster funds when management's plan is to bust out of those funds.

UPS management has a three-point plan to undermine Teamster retirement security. Part one is a legislative attack. Part two is a campaign to soften up Teamsters with false promises of wonderful pensions from the company. Part three is taking advantage of the IBT failed leadership on pension issues.

The IBT needs a plan, too. A campaign to organize Overnite and bring those members into the Teamster benefit funds is a good place to start.



## Labor Shorts



### Convoy Causes eBay Stock to Drop

As we reported last month, Hoffa's new executive assistant, Leo Deaner, has been running an eBay business on the side selling Teamster paraphernalia, some of which was distributed at IBT events. However, a recent check of eBay indicated that Deaner apparently had removed "his" items from the market. Deaner's predecessor as Hoffa's chief of staff, Carlow Scalf, bagged \$69,000 in housing allowance to which he was not entitled. Deaner's eBay gig would never match that.

### Love Your Wife, But Kiss the Ring

New York City Local 584 President Willie Whelan was recently dumped from his position as the eastern director of the Dairy Conference. His crime? Being more loyal to his wife than the Hoffa administration.

At a recent NYC dinner honoring General Secretary-Treasurer Tom Keegel, Billie Lee Whelan, the head of Teamsters Local 803, loudly criticized the IBT for providing no support to a Teamster organizing drive at a Long Island hospital.

Backing his wife in her criticisms of the Hoffa administration reportedly cost Willie Whelan his IBT appointment and \$20,000 a year.

### Shake Up on Hoffa's Slate?

Rumors are flying among top Teamster officials about who will split from Hoffa's slate and who may be dumped from it. International Trustee Ron McClain was dumped already. In April he was asked to resign his position. Henry Perry, Local 667 President, was appointed to the vacancy. What did McClain do wrong?

International officers Tom O'Donnell, Al Hobart, Dottie Malinsky, and Frank Gallegos are among those who may not be on Hoffa's slate. Some others will retire. We hope Les Singer, who is a vice president for the Central Conference but has already retired to North Carolina, will have the grace to finally stop taking his salary. Lots of pushing and shoving. Stay tuned.

### A Message to TDU Members:

# 6 for '06!



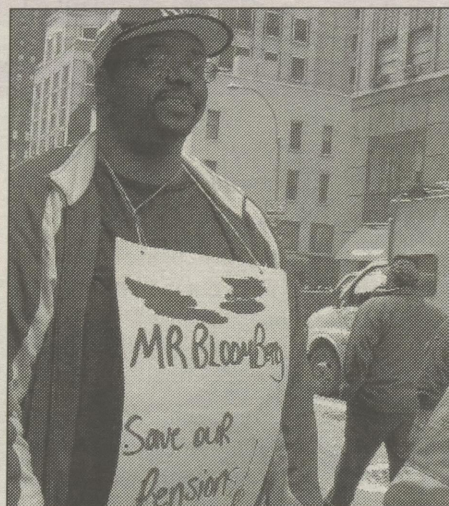
"In the 2006 International election we'll have a chance to put our union back on the right track, but it won't be easy. TDU members are the ones who have access to the tools needed to make a change. What we need now is more of us!

"If you want to help build a stronger Teamsters union, join me in this goal: Six new members for '06! Think about the Teamsters you know who care about our union's future—and then ask them to help build that future by joining TDU.

"Contact a member of the International Steering Committee, like myself, or the TDU national office at (313) 842-2600, for help or materials."

**Frank Halstead**  
Local 572, Ralphs  
Los Angeles

## New York Movers Strike to Stop Concessions



Walter Taylor is a rank and file leader of striking movers.

As of May 24, more than 600 Teamster movers are on strike in New York City, after TDU members led a rank and file campaign to reject a contract that would have gutted Teamster standards in the industry.

Teamster employers proposed a contract that would cut wages by 25 percent and slash members' pension accrual by half. Under the employers' proposal, a mover would have to work 30 years and be 60 years old in order to qualify for a pension of just \$1,080 a month.

Incredibly, Teamsters Local 814 officials recommended that members ratify the agreement.

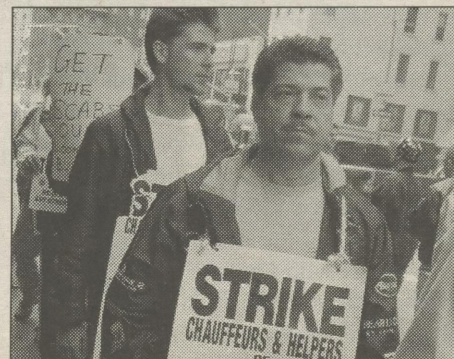
Two hundred Local 814 members promptly signed a petition to General President Hoffa asking him to use his powers under the Teamster Constitution to stop a local from negotiating a contract that would undermine Teamster standards in an industry. The contract with the moving company association sets the pattern for all Teamster moving contracts in New

York City.

Members got no response from Hoffa. But they took matters into their own hands, rejecting the contract by a two-to-one margin after the Committee for a Just Contract used flyers and a worker-to-worker network to inform and unify the ranks. Strike action began on May 24.

Since then, the committee has focused on keeping strikers united and active. On June 3, the members organized the demonstration pictured here, which was outside of the corporate headquarters of Bloomberg News Service—whose CEO is New York Mayor Michael Bloomberg.

Bloomberg is a customer of Central Moving—the company that is spearheading the employers' hard-line demands at the bargaining table.



"As a customer—and as our Mayor—Bloomberg has a responsibility to tell the companies that they need to stop attacking working New Yorkers," said Walter Taylor, a leader of rank and file strike efforts.

Joint Council 16 has assisted strike efforts by getting other unions to honor Local 814 picket lines, which has helped members shut down scab operations. Besides a press release, the International has been MIA.

### Sweet: Cocoa Workers Win!



Contract negotiations ended with the sweet taste of victory for New York Local 805 members who unload cocoa beans from container ships and load them onto trucks bound for chocolate companies. American Warehousing employees recently voted 44-0 to join Local 805. Tough contract bargaining ended with workers winning \$2.20 per hour wage increases over three years, improvements in their medical plan, and strong subcontracting language. Members recently joined a labor-community coalition to fight for good union jobs on the Brooklyn piers which are threatened by waterfront development plans.



## Ask the Teamster Troublemaker

### Company Prohibits Convoy Dispatch Distribution

"I was passing out *Convoy* in the parking lot before my shift and my supervisor told me that I can't pass out anything on company property. He told me to stop or I'd be suspended. I've read that we do have the right to pass out *Convoy*. Who's right and what should I do next time?"

**Irritated in Iowa**

**Dear Irritated,**

Your supervisor is wrong. The National Labor Relations Act (NLRA) protects your right to distribute union related literature, including TDU literature. As long as you are not on work time and not in a work area, the courts have stood with people like you time and time again. The parking lot before work, the break room, and the employees' locker room are examples of non-work areas.

However, we don't want you to get suspended, so your best bet is probably to notify the company in writing of your legal right to distribute *Convoy* and ask them to confirm that they will respect your rights under the NLRA.

You can also file an Unfair Labor Practice charge (ULP) with the local office of the National Labor Relations Board. But usually it doesn't have to go that far. Putting the company on notice that you are aware of your legal rights and prepared to enforce them is usually enough.

You can contact a local union official who isn't hostile to TDU or call us directly and we'll help you take the necessary steps.

Note that even though *Convoy Dispatch* isn't an official Teamster Union publication, that doesn't affect your rights in this case. You could also pass out Teamster campaign literature, information on grievances, or other union related material.

### BA Campaigning on the Job

"My local has a union election this fall. All of a sudden our business agent is coming around. He's got a bumper sticker for his slate on the union car and a trunk full of campaign material. When he comes in the shop, he gives one of the stewards a handful of campaign flyers to pass around. Last week he badmouthed another steward who is running on the

slate against him. Members aren't allowed to campaign on the clock. Why is our business agent?"

**Curious in California.**

**Dear Curious,**

Your business agent is in violation of our IBT constitution and federal law (the LMRDA). First, the union car: IBT "Guidelines for Conducting Local Union Elections" states on page 5 that "Union automobiles should not be used to display or transport campaign materials." Your BA also cannot use union time to bring his campaign materials to the job site, or to campaign. There is an exception. If a BA is doing legitimate union business like investigating a grievance and he simply mentions that he is running, that may be ruled "incidental campaigning" and not a violation. Officials

often try to take maximum advantage of that exception, but they can't turn union vehicles into campaign vehicles.

The proper course of action is to take careful notes documenting the violations and to file a protest with the local union secretary treasurer within 48 hours of learning of the violation. Even if the local union executive board does nothing, you have protected your right to proceed with legal action later. As with most legal questions, there can be a lot more involved. Contact TDU for further info or materials on your rights.

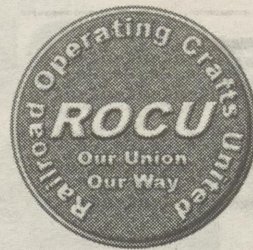
Ask The  
Teamster  
Troublemaker



### Who is the Teamster Troublemaker?

Employers are quick to label any member who sticks up for the contract or questions management's authority as a "troublemaker." Educated "troublemakers" have always been key to building a strong Teamsters union. "Ask the Teamster Troublemaker" is a column dedicated to spreading the information that educated troublemakers need to enforce members' rights and build a stronger Teamsters union.

If you have questions about issues in this month's "Ask the Teamster Troublemaker" column, or if you have a question or comment for a future column, call TDU at (313) 842-2600 or email us at [tdu@tdu.org](mailto:tdu@tdu.org)



### Unity Between Crafts

## Rank and File Merger in Rail?

The formation of a new rank and file group, Railroad Operating Crafts United (ROCU), has created quite a stir on the rails. This organization calls for an end to the current warfare between two major railroad unions, the Brotherhood of Locomotive Engineers and Trainmen (BLET, affiliated with the Teamsters and representing most engineers) and the United Transportation Union (UTU, representing most conductors and some other crafts as well). ROCU members believe the two unions should merge into one, on terms that are written by and for the members. They launched a continent-wide call for unity in last month's issue of *Convoy*.

### Response to ROCU's Call

"Just hours after that article went online, we started getting emails from engineers and trainmen from all over the country asking how to get involved," says Ed Michael, president of BLET Division 724 in Salem, Ill., and a ROCU leader. "The enthusiasm for this idea has been wonderfully invigorating."

Since that first article ROCU has created a website ([www.rocutooday.com](http://www.rocutooday.com)), held informational meetings, and established a network of activists who are ready to make their unions stronger by uniting.

"Conductors and engineers are natural allies," says Amtrak engineer Ron

Kaminkow, a member of Milwaukee BLET Division 27. "The leaders of our unions don't seem to recognize that. The more divided we let ourselves become, the more our employers will get away with."

### Solution to Suspensions about IBT

Some in UTU express concerns about the Teamsters, including corruption and conflicts between rail and trucking. In response, UTU Local 1614 delegate Jeff Ruha of Minneapolis reassures members that, "TDU addresses

and will deal with the concerns of a disenfranchised UTU (or BLET) membership as they seek to return to a more representative and democratic form of unionism within a merged body of rail operating crafts."

Ruha points out, "We are all in the transportation industry and capable of forming alliances that benefit all transportation workers. Before there was union there was simply solidarity. Solidarity surely transcends craft and artificial industrial boundaries."

If ROCU were to realize its goal of merging the UTU and BLET, it could bring tens of thousands of members into the IBT and be a model for other union members in the rail industry. ROCU can be reached at (312) 924-1437 or [ROCUpday@gmail.com](mailto:ROCUpday@gmail.com).

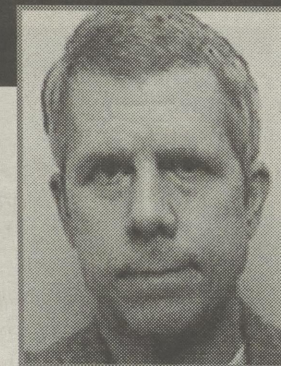
### TDU Convention 2005

November 4-6

St. Louis

Now that we're Teamsters too, it's time for Graphic Communications Conference members to join in making the union at every level belong to the members. I'm coming to St. Louis to learn how we can move forward together.

**John Walsh**  
GCIU Local 767M, Cenveo  
Portland, Ore.



**I'll be there.**



# NBC Features TDU Whistle Blowing

Jona Fleurimont and other N.Y./N.J. TDU Chapter members were featured last month as part of an NBC News investigation that exposed a scheme by a New York City school bus company to retaliate against Teamster reform activists while profiting at taxpayers' expense.

Last August, management at Consolidated Bus Transit (CBT) laid off more than 300 Teamsters, the vast majority of whom were immediately offered jobs at Lonero Transit.

Both school bus companies are owned by the same man, Joseph Curcio, and operate out of the same facilities, using the same buses.

The National Labor Relations Board (NLRB) charged management, saying the purpose of the layoff scheme was to retaliate against members for organizing to

reform Teamster Local 854 and enforce their rights on the job.

Under the scheme, the transferred workers lost hundreds of thousands of dollars in pension contributions as well as medical and vacation benefits. But the NYC Department of Education is paying nearly \$2 million a year more to have Lonero perform the same runs that CBT did, in effect rewarding Curcio for violat-



NBC Reporter Vivian Lee Interviews TDUer Jona Fleurimont.

ing the workers' rights.

Local 854 never so much as filed a

grievance, despite the loss of more than 300 members. After TDU members blew the whistle to NBC, the department announced they had made a mistake and were adopting new procedures to prohibit this type of layoff scheme in the future.

The NLRB wrapped up a four-day hearing on the charges last month. A decision is pending.

NBC filmed the report on the day of Fleurimont's first day back to work after winning reinstatement as a school bus driver at CBT.

Management fired Fleurimont, a shop steward, in retaliation for his TDU activity, which an arbitrator said threatened the smooth relationship between the company and Local 854.

Fleurimont's victory included a back-pay award of more than \$20,000.

## Union Hires Pollster to Sell Carhaul Concessions

The Hoffa administration hired a polling firm in May to ask many of the 4,000 Teamsters employed by Allied Automotive Group if they would accept mid-term contract concessions.

The poll asked Teamsters if they would forego the June 1 wage increase of 40 cents per hour or accept other concessions. U.S. and Canadian Teamster carhaulers have not had a raise in three years. Allied management (or is it mismanagement?) has once again demanded concessions, claiming that the carrier may go under unless they get them.

We expect Allied and all carriers will comply and pay the 40 cents, which is only a two-percent raise (after three years) and a one-percent increase in overall labor costs.

The poll was so company-oriented that several Teamsters told us they were shocked that it came from the union. Rob Hackett, an Allied driver out of Moraine, Ohio, Local 957, said, "After I hung up I started thinking about it. They seemed pretty company-oriented. They sort of put us on the spot over the pay raise. I wondered if it was really legit and done

by the union."

The poll also asked Teamsters to rate these individuals on a scale from one to five: James Hoffa, retiring Carhaul Director Doc Conder, and their BA. The International election is coming up in 2006.

Since our dues paid for the poll, shouldn't the results be made available to the members?

Instead of using our dues to soften up members, our union leaders should have



a plan to save unionized carhaul, including taking on the manufacturers, who are squeezing the unionized carriers too hard.

## Zuckerman to Head Carhaul Division

Hoffa has appointed Fred Zuckerman as IBT Carhaul Director, effective July 1. He replaces Doc Conder, who is retiring.

Zuckerman is the president of Louisville Local 89. We hope he does better than his predecessor at taking on the big problems we face in carhaul. We wish him well in that challenge.

Zuckerman has spent much of the past year as a PR front man for the Central States Pension Fund cuts, attacking members who are working to combat the cuts and the unfair reemployment rules. With his new appointment, he will get yet another pension, his third. This one, the Family Plan, for International officials only, is extremely lucrative.



## 30th Annual TDU Rank & File Convention

**November 4-6, 2005**  
**St. Louis**  
**Downtown Radisson**

"I had such a good experience at my first convention in 2004. Everyone came with a purpose and the vibe was very good. It was great meeting all the people there. I really enjoyed the women's caucus and I liked how the session on racism focused on everyday issues. I'm looking forward to this year's convention."

**Toni Jackson, TDU International Steering Committee**  
**Local 667, UPS**  
**Memphis**

## Spread the Word

We've had a network for *Convoy* distribution in Local 705 for many years. Each month we pass out bundles to stewards and other TDU members to get the newspaper around to UPS and many of the freight barns in the Chicago area.

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**Craig Karnia**  
**Local 705, UPS**  
**Chicago**



Karnia (right) spreads the word.

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## Grocers 'Hurting' from UFCW Strike Will Want Concessions

# Time Is Now to Prepare for Southern Cal Grocery Bargaining

The contract for 8,000 grocery and warehouse Teamsters in Southern California expires Sept. 15. Members think the time to prepare to win is now.

"This is one of the largest grocery negotiations in the country and the companies are still feeling the losses they incurred during the UFCW strike and lockout," said Frank Halstead, who works in a Ralphs warehouse and is a member of Local 572. But Halstead worries that "the union leadership needs to take advantage of the situation, or the companies will offer just minor concessions which the leaders could try to sell to the members."

Chuck Robinson drives for Albertsons and is a member of Local 952. He worries that the grocery firms will go after the medical benefits as they did in the conflict with the UFCW last year. But, says Robinson, "This time they're hurting from the UFCW battle and they can't afford another strike."

Halstead is concerned that there has been "very little activity by the union leadership. We need a plan to mobilize the members, to prepare a winning strategy,

not just questionnaires. There is no coordinated web site, newsletter, hotline, nothing." The questionnaires are a good start, but Robinson points out, "The last time we went through this process, they ignored all the things we asked for."

Jim Santangelo, Western Region vice president and president of Joint Council 42 in southern California will lead negotiations.

Robinson says, "We've got to get the membership together to avoid being forced to take a weak contract." Bargaining is more than just sitting down at the table together. The union needs tools to keep members informed and it needs rank and filers at the table.

### Maintaining the Pattern

In the past, a major issue has been the method of voting. Although it isn't a master agreement, the contracts followed a pattern and votes were pooled from the companies and locals throughout the region. Robinson explains that "on big issues, the negotiators are all in one room for things like pay and medical benefits.

Then they separate for issues like part-time to full-time ratios, premium pay, holiday pay, and work rules."

The seven locals in the region negotiated a pattern for Ralphs (owned by Kroger), Albertsons, Vons (owned by Safeway), Unified and Stater Brothers, but the result was separate contracts for each company.

Some differences are important; for example, the industry standard is seven full timers for every part timer, but at the Ralphs facility it is only two full timers per part timer.

However this time there is a possibility that the negotiations will be completely

separate.

### Preventing Antitrust Violations

If it does come to a strike or lockout, it looks like the Teamsters will have at least one advantage. The grocers were caught secretly sharing their profits during the UFCW battle and it may be difficult to use that tactic again. California Attorney General Bill Lockyer is suing Albertsons Inc., Kroger Co., and Vons, alleging the chains' deal to share costs during the strike violated antitrust laws and hurt consumers. The case is not settled yet, but on May 25 a federal judge ruled that the state can proceed with the antitrust lawsuit.

## Gate Gourmet Teamsters Reject Concessions

In a show of unity, Teamsters and UNITE HERE members voted down a grossly concessionary contract proposal from Gate Gourmet, provider of airline meals. The vote was 3,860 to 240.

Before the vote, the company threatened to end all contributions to health insurance as of July 1 if the proposal was defeated. Employees in locals with union-administered plans will be spared for now, but those in company plans will have to pay \$1,100 per month for family coverage.

The unions have threatened to strike.

would institute a bonus or profit sharing that the company could unilaterally cancel or change. Only workers "in good standing" would get the bonus; "good standing" means an employee has no warning notices. Workers would also have to have "satisfactory work performance" to get a bonus, but the contract doesn't define "satisfactory" so it allows favoritism.

Additionally, part timers could be worked up to 32 hours per week and receive no health care, sick time, vacation, or pension benefits.

The Gate Gourmet contract is held jointly by the Teamsters and UNITE HERE. Each union has a little over 3,000 members at the company. In London this month, the British union voted down their Gate Gourmet contract proposal by 1,758 to 2.

The U.S. contract proposal may be an attempt to raise the asking price for a possible sale of the company. Gate Gourmet is run by CEO Dave Siegel, who was CEO of US Airways where his disastrous policies oversaw that airline's downward slide. He pushed through huge concessions against the unions there and then left after two years with a severance check for \$5.6 million. Now it appears he's continuing his reign of terror at Gate Gourmet.

As we go to press, the unions have received no response to a request to schedule more negotiations. The unions are seeking an injunction to block the company from forcing employees to pay the whole insurance premium. The International is asking every Gate Gourmet local to file grievances on the subject. If the company does withdraw the insurance, the union recommends members save their bills so they can be made whole for medical costs or for the insurance premium.



Gate Gourmet workers, who deliver food to airliners, are represented by both the IBT and UNITE HERE.

Gate Gourmet claims such a strike would violate the Railway Labor Act, which governs the airline industry, but the unions say the cancellation of health benefits would permit the strike.

The rejected concessions include: wage reductions of at least 9.9 percent; no raises for the life of the contract; sick days cut to two per year; reduced vacations; holidays cut by two or three days per year; pensions frozen and discontinued; substantial increases in employees' contributions to health insurance; allowing up to 30 percent of jobs to be part time; allowing supervisors to do bargaining unit work; and a contract term lasting through 2012.

But there are even worse aspects to the company's proposal. For example, it



## Grocery Bag

### A&P: Outsourcing Jobs to C&S

A&P has made a deal to outsource its distribution in the New York-New Jersey area to C&S, costing hundreds of Teamster jobs in locals 863 and 277. The May 30 *Supermarket News* reports that A&P is close to announcing that all its East Coast warehouse work (Central Islip, N.Y.; Dunsmore, Pa.; and Baltimore) will go to C&S. A&P is in the process of selling off its 95 stores in Michigan. Some 500 Teamster jobs in Detroit Local 337 are on the line.

### Giant Foods: 500 Teamster Jobs Lost

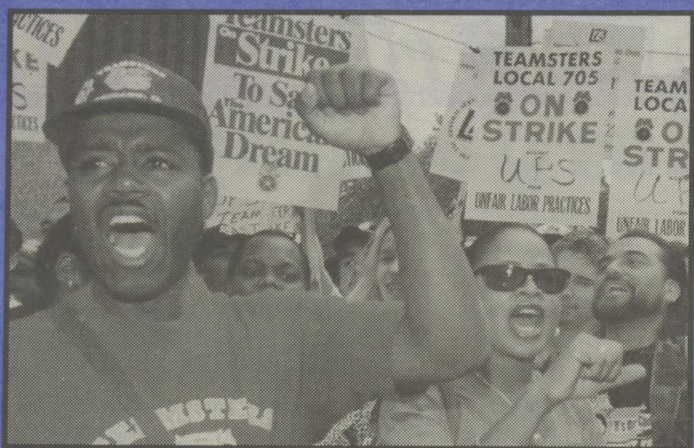
Giant Foods, owned by Ahold, is shuttering distribution centers and selling the last of its manufacturing operations. This will cost about 500 Teamster jobs in Washington D.C. locals 730 (inside workers) and 639 (drivers). The company is selling its dairy and closing its ice cream and ice plants in Landover, Md. In Jessup, Md., the frozen food warehouse will be closed or sold to a third-party operator. The health and beauty warehouse will be transferred to American Sales Co., also owned by Ahold.

Our union is being hit hard throughout the food distribution industry. Without a concerted fightback and organizing plan, including the use of strategic corporate campaigns, we are headed downward. The Warehouse Division is the largest in our union, but seems to have no plan to save Teamster jobs and no leadership to mount a struggle to win.

### Shortage Strengthens Warehouse Driver Position

Food transportation firms are having trouble hiring enough drivers and keeping the ones they've got. Andrew Steiner, Welch Foods supply chain vice president, said he sees no short-term fix to the shortage. Mike Ruscigno of Local 802 in New York points out that part of the problem is the standard in the industry of firing any driver with ten points on their license in a three-year period. The industry's problem will not be helped by the expected retirement of 35 to 40 percent of drivers in the next ten years. The shortage should be good news for Teamsters though. It makes for a good opportunity to drive a hard bargain in negotiations like the upcoming southern California contracts, and to shore up one of the union's core industries with new organizing in nonunion warehouses.





# Join the Grassroots Army For Victory in 2006

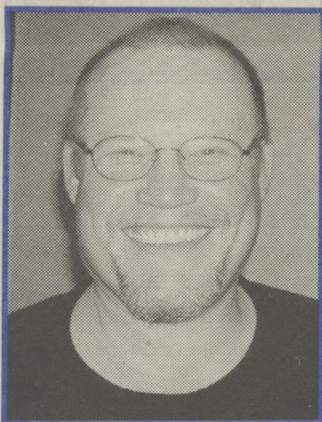
## It's Up to Us to Keep Each Other Informed

"I'm making sure the members in my area are staying informed: leading up to the 2006 election, the more information out there, the better. We need to make sure that as many members as possible are keeping an eye on Hoffa's do-nothing administration. Every month, I get a bundle of 500 *Convoys* and I'm doing my best to make sure none of them go to waste."

Lillian Morisky  
Local 407, UPS  
Cleveland



## We'll See You at the 2006 IBT Convention



"Here in Local 638, TDU is moving ahead. Right now, we're laying the groundwork for delegate races. The Teamster Convention is a chance to get our message out by electing delegates who truly represent the rank and file."

Rick Sather,  
Local 638, Minneapolis Star Tribune  
Minneapolis

## It's Going to Take All of Us

"Taking back our union for the members won't be an easy job. In order to build a movement that can win in 2006, it's going to take the effort of every member who cares about seeing this union turned around. Contact TDU today to find out how you can get involved."

Roy Lockett  
Local 891, ABF  
Jackson, Miss.



**Join TDU Now—See Box on Page 1!**